

**PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS**

AGENDA ITEM SUMMARY

Meeting Date:	February 5, 2019	<input checked="" type="checkbox"/> Consent	<input type="checkbox"/> Regular
		<input type="checkbox"/> Workshop	<input type="checkbox"/> Public Hearing
Department:	Fire-Rescue		

I. EXECUTIVE BRIEF

Motion and Title: Staff recommends motion to approve and ratify: the Collective Bargaining Agreement between Palm Beach County and Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc., for the period October 1, 2018 through September 30, 2021.

Summary: On August 25, 2016, the Board approved a Collective Bargaining Agreement (CBA) with the Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc. (R2016-1061) for the period October 1, 2015 through September 30, 2018. The County continued to operate under the terms and conditions of the expired agreement as the parties negotiated the terms and conditions of a new bargaining agreement. This new agreement is anticipated to be fully ratified by the Union membership on this date (2/5/19). The three-year cumulative cost of this agreement is estimated to be \$54.1 million (representing a 10% increase in annual personnel services costs) over the expired CBA, and includes across-the-board salary increases as follows:




FY 2019	Effective upon ratification	3%
FY 2020	Effective the pay period which includes October 1, 2019	3%
FY 2021	Effective the pay period which includes October 1, 2020	2%
FY 2021	Effective the pay period which includes April 1, 2021	2%

Funding for fiscal year 2019 can be accommodated in the approved FY 2019 budget. The major elements of this agreement are included in Attachment 3. Countywide (SB)

Background and Justification: Florida Statute 447.309 requires the County to “bargain collectively in the determination of the wages, hours, and terms and conditions of employment for the public employees within the bargaining unit.” Negotiations and discussions concluded with the representatives of both parties agreeing with the proposed contract.

Attachments

- 1. Collective Bargaining Agreement
- 2. Major Elements of Collective Bargaining Agreement

Recommended by:		11/25/19
	Deputy Chief	Date
Approved by:		11/25/19
	Fire Rescue Administrator	Date
Approved by:		2/4/19
	Assistant County Administrator	Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:


Fiscal Years	2019	2020	2021	2022	2023
Capital Expenditures	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Operating Costs	<u>8.4M*</u>	<u>21.7M*</u>	<u>24.0M*</u>	<u> </u>	<u> </u>
External Revenues	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Program Income (County)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
In-Kind Match (County)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET FISCAL IMPACT	<u>8.4M*</u>	<u>21.7M*</u>	<u>24.0M*</u>	<u> </u>	<u> </u>
	* Millions of dollars				
# ADDITIONAL FTE POSITIONS (Cumulative)	<u>0</u>	<u>0</u>	<u>0</u>	<u> </u>	<u> </u>

Is Item Included in Proposed Budget? Yes X No
 Does this item include the use of federal funds? Yes No X

Budget Account No.: Fund various Dept 440 Unit various Object various

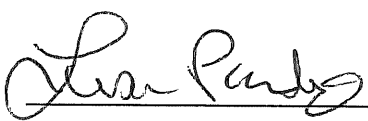
B. Recommended Sources of Funds/Summary of Fiscal Impact:

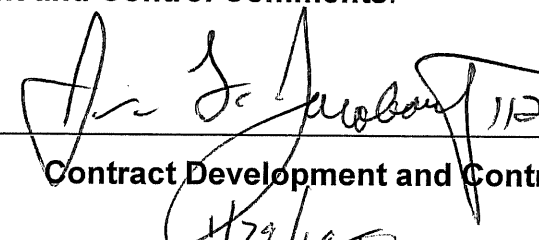
The three-year fiscal impact is estimated to be \$54.1million. The costs associated with this agreement will be primarily funded through the main Fire/Rescue MSTU. Other funding sources include the Fire/Rescue Jupiter MSTU, Aviation Battalion, and General Government (for Dispatch related costs).

C. Departmental Fiscal Review: 


III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Development and Control Comments:


 OFMB
 1/25 9/1/25


 Contract Development and Control
 4/29/19 TW

B. Legal Sufficiency


 Assistant County Attorney

Legal Review & approval by
 Special Legal Counsel
 Bob Norton - who was
 Chief Negotiator for County

C. Other Department Review:

 Department Director

REVISED 9/03
 ADM FORM 01

(THIS SUMMARY IS NOT TO BE USED AS A BASIS FOR PAYMENT.)